Leadership Development Program (LDP)
Policy on Funding of Labor

1. The Leadership Development Program (LDP) places qualified candidates in on-the-job training assignments aimed at broadening their experiences. This is not a standard training program in the sense of formal training courses. The development of LDP participants will come from their work on projects (in the case of districts) and assignments (in the case of HQ and MSC) which expand their experience and capabilities.

2. The general policy for funding of LDP participants is as follows:

   a. The Central LDP fund will reimburse home USACE organizations for the TDY and travel costs associated with placing a participant in an LDP assignment.

   b. The gaining USACE organization (to whom the LDP participant is assigned) will reimburse the home USACE organization for 100% of effective rate labor, as prescribed in para 2c below.

   c. The formula for reimbursing the labor of LDP participants follows the guidance specified in ER-2-10, Chapter 22:

      1) When the gaining and home organizations are districts within the same MSC, the gaining organization will reimburse for effective rate labor costs and General & Administrative (G&A)overhead.

      2) When the gaining and home organizations are districts within different MSCs, the gaining organization will reimburse for effective rate labor costs, G&A overhead, and Departmental Overhead (DOH).

      3) When the home organization is a district and the gaining organization is the HQUSACE or a division office, the gaining organization will reimburse for effective rate labor costs.

      4) When the home organization is the HQUSACE or a division office and the gaining organization is a district, the gaining organization will reimburse for effective rate labor costs.

3. The Central LDP fund will reimburse USACE home organizations for the effective rate labor costs of LDP participants who are placed outside USACE.

4. For each LDP assignment, the gaining USACE organization will send a reimbursable order to the home station of the LDP participant as soon as the requirement is known. Where this has not yet happened for current LDP participants, the gaining and home organizations should complete the issuance and acceptance of reimbursable orders by 15 June 99.

CERM-P/CEMP   9 April 1999

MEMORANDUM FOR Commanders, Major Subordinate Commands

SUBJECT: Policy on Labor of Participants in the Leadership Development Program

1. The CP-18 Leadership Development Program (LDP) is designed to provide a 6-month developmental assignment in another location. During that period the intent is for trainees to be exposed to a variety of developmental learning experiences. ER 37-2-10 provides the policy for costing of labor while in training. This policy requires that the labor of LDP trainees be charged to the trainee's overhead account. It is the intent of this LDP program, however, that participants work directly on projects in the course of their LDP assignment.

2. The general rule will be that the trainees' labor will be charged to the appropriate home station departmental overhead account. An exception to this occurs when the trainee performs work that directly benefits a project at the training site. The training site will send the home station a MIPR that provides project funds to capture the labor of the trainee while working on projects.

3. The policy for the labor of LDP participants assigned to or from a Division Office is the same. Labor hours of District LDP participants performing Division Office ED&M activities will be charged to a MIPR from the Division Office (OMA or GE as appropriate). Labor hours of Division Office LDP participants working directly on district projects will be charged to a MIPR from the District Office.

4. All labor of LDP participants assigned to non-Corps commands will be paid out of the appropriate home district overhead account unless the host command has assigned the participant to a specific project or program.

FOR THE COMMANDER:

                                        //s//

                                        STEPHEN COAKLEY
                                        Deputy Chief of Staff,
                                           Resource Management

CF:
District Commanders